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October 24, 2025

ADDENDUM NO. 1

**WRITTEN RESPONSES TO QUESTIONS RECEIVED ON THE REQUEST FOR
PROPOSALS FOR A CLASSIFICATION AND COMPENSATION STUDY FOR THE
STATE OF HAWAI'I
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
RFP NO. 26-2-ERD**

This is to inform you that the Department of Human Resources Development (DHRD) received the following questions pertaining to the above-referenced RFP. After careful consideration, DHRD hereby responds to these questions as follows:

Questions Regarding Affirmative Action

Q1: Several requested elements outlined in this section pertain to typical data collected and reported in Affirmative Action Plans. Is there an expectation that the scope of this proposal will require the vendor to conduct any Affirmative Action Planning tasks?

A1: No.

Questions Regarding Broadbanding

Q2: The RFP states that, "The STATE uses the traditional position classification system for the majority of its 1,470 classes of work, and more recently introduced a broadbanding classification system for information technology classes and certain licensed healthcare professional classes." How long has the State's broadbanding classification system been in place? How was it communicated/socialized with the impacted roles?

A2: A broadbanding classification system for information technology classes and certain licensed healthcare professional classes was introduced in 2016. It was communicated through informational briefings, Q&As, and website resources.

Questions Regarding Class Specifications

- Q3: Is the focus of the review of the current system the 1470 job classes or does this extend to all the job descriptions across the civil service (17,000) to validate the current grade levels?
- A3: The focus of the review of the current system is the 1470 job classes to update the existing class specifications and minimum qualifications to ensure they are current, accurate, relevant to the job. Additionally, the selected contractor is expected to review and recommend enhanced/alternative classification methodologies. It is not expected that the selected contractor validates current grade level for all job descriptions across the civil service. However, it is expected that the selected contractor validates the 1470 job classes using best-practice methodologies.
- Q4: Are there any job classes that are explicitly excluded from the scope of this study?
- A4: There are no job classes that are explicitly excluded from the scope of this study. The offeror is expected to complete the CLASS SPECIFICATION REVIEW LIST (Appendix G) indicating the classes of work to be reviewed within the \$1,750,000 allocated and indicating the classes of work beyond the allocated amount and associated cost for review.
- Q5: Are up-to-date job descriptions and a list of required licensures, certifications, or registrations available for Critical Class Positions?
- A5: The State acknowledges that its job descriptions (class specifications and minimum qualifications) or individual position descriptions may not be up-to-date or reflect current and accurate information.
- Q6: How recently updated are the current State classification descriptions? Are they considered accurate from the perspective of the employees, supervisors, unions, and Human Resources? If some are not, what are the expectations of the vendor with regard to updating the State classification descriptions to reflect work actually being performed by employees?
- A:6 Much of the State's classification descriptions (class specifications and minimum qualifications) have not been reviewed recently by DHRD for accuracy. It is expected that the selected contractor reviews and updates the State's classification descriptions (class specifications and minimum qualifications) to reflect work actually being performed by employees.

Q7: What is the expectation of the contractor for validating or collecting accurate job responsibility information? Is the State expecting the contractor to collect current job responsibilities through an employee questionnaire for the contractor to write new classification descriptions? Is the expectation that the vendor devise a work plan that requests information directly from employees about their job duties?

A7: The State expects offerors to include in their proposals a clear outline of the methodologies they will utilize to conduct the classification and compensation study in an accurate and thorough manner. The State expects the selected contractor to update classification descriptions (class specifications and minimum qualifications). The State expects the selected contractor to develop a work plan to gather information directly from employees, supervisors, and managers about their current job duties, ensuring accuracy by cross-referencing and analyzing reports from their supervisors and existing resources.

Q8: What is the list of job classifications in the scope of the review? How many incumbents are in each? Which classifications are excluded from the review?

A8: There are no job classes that are explicitly excluded from the scope of this study. The offeror is expected to complete the CLASS SPECIFICATION REVIEW LIST (Appendix G) indicating the classes of work to be reviewed within the \$1,750,000 allocated and indicating the classes of work beyond the allocated amount and associated cost for review. Refer to Attachment R4.

Questions Regarding Classification

Q9: The RFP notes that a point-rating system is used. Could you please share documentation or a link outlining the current classification system? Additionally, what job factors are considered in this system?

A9: The State does not currently use a point-rating system for the current classification systems. Refer to Attachment R1. Information regarding the State's broadbanding classification systems may be found on [DHRD's public website](#).

Q10: What job classification and/or job evaluation method or tools does the State currently utilize?

A10: The State does not use a point-factor method of job evaluation or market data to assign a class of work to a salary range. The State uses the traditional position classification system and broadbanding systems to determine internal equity. The offeror is expected to recommend enhanced and/or alternative job evaluation methodologies.

Q11: Is the State requesting the development of a new classification structure using the current job descriptions or recommendations on alternative classification structure approaches and methodologies? In other words, what is the expectation of the vendor with regard to developing new job classification documents, including job descriptions?

A11: The State is open to the offeror's recommendations on developing new job descriptions (class specifications and minimum qualifications) as well as recommendations on alternative classification structure approaches and methodologies.

Q12: Is the State still using point factor job evaluation methodology? Is that the expected methodology going-forward?

A12: The State does not use a point-rating system for the current classification systems. The offeror is expected to recommend enhanced and/or alternative job evaluation methodologies after reviewing the current classification systems and structure.

Questions Regarding Classification and Compensation

Q13: Does the State have a current job evaluation method (e.g., point-factor) to determine internal equity and/or appropriate salary range or does the State use market data to assign appropriate salary range? If the State has a job evaluation method, is the intent to retain the current method, or look for a new method if the State does not have a method or looking to change.

A13: The State does not use a point-factor method of job evaluation or market data to assign a class of work to a salary range. The State uses the traditional position classification system and broadbanding systems to determine internal equity. The offeror is expected to recommend enhanced and/or alternative job evaluation methodologies.

Q14: Define the term "classification," as this can have a variety of meanings. Does the scope of this work include job evaluation using a point factor methodology, compensation review, and salary range development/refinement? Given the variety of pay schedules that exist at the State, please elaborate on the expectations of how detailed this review will be.

A14: The term "classification" is defined in RFP Section II., C.1., page 9. The State expects the scope of work to include the items defined in RFP Section III., Scope of Work. The offeror's proposal should provide methodologies that clearly explain the extent and approach of how the study will be conducted.

Questions Regarding Collective Bargaining

Q15: The RFP acknowledges that “Collective bargaining requires public employers to negotiate with exclusive representatives “on matters of wages, hours, and other conditions of employment...” Can you please provide clarity regarding the standard collective bargaining agreements negotiations schedule relating to the nine bargaining units? Is it anticipated that the standard schedule of bargaining will impact the prioritized timing – either high level or at the level of each bargaining unit? Or is it anticipated that impact bargaining will be utilized?

A15: Negotiations concluded, and new agreements were reached for BUs 1, 2, 3, 4, 9, 10, and 13 for the July 1, 2025, to June 30, 2029, contract period. Notices and proposals for the subsequent contract period that will begin on July 1, 2029, will be due in 2028. BU 11 and BU 14 have not settled as of this date and continue to negotiate and/or be involved in interest arbitration. We do not anticipate that the collective bargaining schedule will impact the timing of the Classification and Compensation Study.

Questions Regarding Compensation

Q16: Would you be open to including other state civil service systems (e.g., California, Oregon, Washington, Nevada etc.) as part of the compensation benchmarking process?

A16: Emphasis should be on local labor market data in Hawai'i; however, the State is open to including compensation benchmarking with other state civil service systems when jobs are unique to government or when applicants are hired from out-of-state areas. If data from selected states are used, the reason for selecting these states should be included. Out-of-state data must be adjusted by the cost of labor. Refer to RFP Section III., A.3., page 11.

Q17: How do you ensure pay equity within broad salary ranges (i.e., between the minimum and maximum of a grade)? What key criteria or differentiating factors are applied?

A17: Movement within the salary range is determined by collective bargaining for BU employees, or executive order for non-bargaining unit employees. New hires may be hired above the minimum of the pay range based on factors such as education, experience, and quality of experience.

Q18: Could you share a matrix or the criteria used to guide pay movement within a grade or band to promote pay equity?

A18: Movement within the salary range is determined by collective bargaining agreements for BU employees. Collective bargaining agreements are found on [DHRD's public website](#).

For counterpart non-managerial, non-bargaining unit positions, movements are authorized by executive order and generally mirror the collective bargaining agreements.

Movements within the pay range for Excluded Managerial Compensation Plan (EMCP) employees are also determined through executive order. Current executive order for EMCP, EO 25-06. Refer to Attachment R2.

Other discretionary adjustments for increased competencies, increased scope and complexity of work, retention, etc. may be found in the broadbanding pilot project documents on [DHRD's public website](#) and [DHRD Policy No. 201.010](#), Compensation Program for Excluded Managerial Compensation Plan Employees.

Q19: How are differences established between salary schedules and across various occupational groups?

A19: Salary schedules are negotiated independently of each other, so it is incumbent upon the employer to ensure appropriate pay relationships between bargaining units.

Q20: Do you currently apply pay differentials between islands?

A20: Typically, no.

Q21: Are there any expectations for union represented positions to be examined in a different structure from non-union positions?

A21: The State is open to a different pay structure for non-union positions if it would result in a more effective pay plan.

Q22: What vendors provide 3rd party total rewards services (e.g., salary benchmarking) to the State?

A22: Survey sources include local surveys (Hawai'i Employers Council), purchased survey databases (ERI, CompAnalyst), survey of state governments (National Compensation Association of State Governments), and federal salary schedules.

Q23: Does the State have an established list of peer organizations and benchmark jobs for the collection of market data or is the State requesting the contractor to do the analysis and selection for both of these elements?

A23: The selected contractor will do the analysis and selection of peer organizations and benchmark jobs following HR best practices. Documentation and reasons for their selection should be included. It is expected that an appropriate number of benchmark jobs for each bargaining unit/group will be selected to provide an accurate representation of the competitiveness of the bargaining unit/group.

Q24: Does the State participate in the National Compensation Association of State Governments (NCASG) Compensation Survey? And would this data be relevant to the State for the compensation portion of this project?

A24: Yes, the State participates in the NCASG Compensation Survey and has used its data in the past.

Q25: What sources of information are currently utilized to assess compensation pay levels? Survey sources, websites, custom surveys, local surveys, etc.?

A25: Survey sources include local surveys, purchased survey databases, survey of state governments, federal salary schedules.

Q26: Would the State be open to purchasing commercially available compensation data for use in the study, where appropriate?

A26: The State expects that the offeror's proposal includes all costs for needed resources for the completion of the classification and compensation study.

Questions Regarding General

Q27: Will interviews be conducted with selected officials representing all control and operating agencies? If so, could you identify which agencies or positions are expected to participate?

A27: The State will collaborate with the selected contractor to identify individuals to be interviewed as part of the classification and compensation study. The selected contractor is expected to conduct all pertinent interviews and collaborate with the State to complete the study.

Q28: Is training anticipated as part of this project? If so, will it be limited to HRD staff, or will there also be general training or informal briefings conducted to various stakeholders (e.g. management and staff)?

A28: To the extent that changes to the classification and compensation systems are recommended and accepted by the State, the selected contractor is expected to provide training and meetings throughout the study to address and discuss those recommendations. Contractors should be prepared to provide roadmaps or guidelines to HRD staff for implementing the approved recommendations. Refer to RFP Section III.G.

Q29: Is it possible to include staff on the project team who are currently working outside of the United States?

A29: Offerors are responsible for ensuring that all proposed project personnel are legally authorized to perform work on the project, regardless of location. This includes compliance with all applicable US and State labor laws and regulations. Additionally, Offerors shall ensure compliance with the confidentiality and security of information, records, and data requirements described in Section IV, Paragraph G of the RFP for all team members and subcontractors. Offerors are encouraged to consult their legal counsel to determine any restrictions or obligations related to employing or subcontracting personnel located outside of the US.

Q30: Will access to Hawaii State data for this project be coordinated through a central source, or will data collection involve multiple agencies and systems?

A30: The State expects that its Project Team be the primary contact for the classification and compensation study.

Q31: Why are you looking to complete a total rewards assessment at this time?

A31: The State is confronting significant workforce challenges as reflected in a vacancy rate of 24% as of November 1, 2024. It is also projected that approximately 30% of the current workforce will be eligible for retirement within the next five years. The State wants to identify potential areas of improvement to meet the needs of today's workforce.

Q32: Has the State attempted to remedy the 24% vacancy rate in any way other than examining job classifications and compensation structures? If yes, please describe.

A32: The State has increased recruitment visibility through participation in job fairs, targeted job fairs, rapid hiring events, branding, marketing, social media, participation in Skillbridge, and providing internship opportunities. Operation Hire Hawaii (OH-HI), a targeted outreach initiative featuring an expedited hiring process to fast-track candidates into job opportunities was launched in early 2025.

The State has also allowed soon-to-graduate students to apply for positions before completing their studies to help expedite hiring and ensure position placement.

The State policies include programs such as Shortage Category for Civil Service Positions and Employees, Flexible Hiring Rates, Recruitment and Appointment Above the Minimum Pay Rate, Recruitment Incentives for Civil Services Positions, and Compensation Program for Excluded Managerial Compensation Plan Employees.

Q33: What level of interaction with the unions is expected?

A33: For purposes of this study, the State does not anticipate union interaction.

Q34: Is the State willing to provide its most recent benefits engagement survey?

A34: The State has not conducted a benefits engagement survey.

Q35: Appendix "C" of the RFP states that if the Offeror is a partnership, each member must sign the Standard Proposal Letter and Offer Form, or evidence must be submitted showing authority to bind the partnership. As a global partnership with over 400,000 employees, where Partners, Principals, and Managing Directors are authorized to sign Requests for Proposals and Contracts, what specific forms of evidence are considered sufficient to fulfill this requirement?

A35: The following are examples of acceptable evidence to bind a partnership:

Partnership agreement (in its entirety with applicable sections referenced, or relevant excerpts), showing the name of the partnership, signed names of all partners, and provisions granting authority to act on behalf of the partnership (including to enter into contracts).

Power of Attorney, notarized, authorizing the individual to act on behalf of the partnership in contractual matters.

Resolution or Statement of Authorization signed by all partners, unless the partnership agreement expressly provides that fewer than all partners may bind the partnership.

Opinion letter from the offeror's legal counsel confirming the individual has the authority to bind the partnership.

Q36: Based on our experience with organizations of a similar size, it typically takes a minimum of twelve (12) weeks to set up the employee questionnaire workflow and then an additional six (6) to eight (8) weeks to have the questionnaires completed by employees and reviewed by management. Is the priority of the State the compensation assessment or the update of the classification structure?

A36: Act 180, SLH 2025 requires the State to complete a comprehensive review of the classification and compensation systems for all civil service positions under its jurisdiction by October 31, 2026.

As indicated on page 32, number 5. of the RFP, an offeror must complete the "CLASS SPECIFICATION REVIEW LIST" form in Appendix "G" indicating the classes of work to be reviewed within the \$1,750,000 allocation and indicating the classes of work beyond the allocated amount and the associated costs for review. Refer to Attachment R3.

Refer to RFP Section VIII., F.5., page 40, regarding multi-term contract.

Q37: Given the "expeditious" timeline, is the State willing to address the compensation assessment first and then conduct the classification study, even if that means that the classification analysis does not conclude until after October 31, 2026?

A37: Act 180, SLH 2025 requires completion of the study by the timeline requested. As outlined in RFP Section VII., B.5., page 32, an offer must complete the "CLASS SPECIFICATION REVIEW LIST" form in Appendix "G" indicating the classes of work to be reviewed within the \$1,750,000 allocation and indicating the classes of work beyond the allocated amount and the associated costs for review. Refer to Attachment R3.

Refer to RFP Section VIII., F.5., page 40, regarding multi-term contract.

Q38: In the availability and commitment section of the RFP, the State has requested dedicated staffing. Our understanding is that the State would expect the selected vendor would ensure there is a sufficiently sized team with the appropriate levels of experience and roles to successfully complete the project deliverables. Is this an accurate definition of dedicated staffing? If not, please clarify.

A38: The State expects the selected offeror to ensure adequate staffing resources with the appropriate experience and roles to ensure timely responsiveness and successful delivery of project outcomes. As part of their proposal, offerors shall identify their proposed project team members and indicate the percentage of a standard 40-hour work week that each team member is expected to dedicate to the project.

As outlined in RFP Section IV., B., the offeror's project team must minimally consist of a Project Manager, Lead Analyst, and an SME with background or experience in classification, compensation, public sector labor laws, and union issues.

Questions Regarding Meetings

Q39: The RFP states, "In addition to written reports, the OFFEROR shall support the STATE through post-report activities, including presenting findings to stakeholders and participating in legislative hearings or work sessions anticipated throughout the study, at the conclusion of the study, and the legislative session following the conclusion of the study." Can DHRD comment on the expected on-site/in-person versus virtual hours necessary for the project responsibilities?

A39: The State expects at minimum 3 in person meetings at the start of the project, to present the preliminary final report, and to present the final report. However, the State expects that an appropriate and reasonable number of in-person meetings are scheduled to ensure the successful completion of the classification and compensation study. The State may determine that in person meetings or briefings be conducted for stakeholders and/or the legislature.

The offeror should include the total number of in-person meetings they commit to as part of their proposal, and describe the purposes of the meetings.

Q40: To what extent is it anticipated that the project work will be carried out virtually?

A40: While the State is not opposed to virtual meetings, it is expected that the offeror includes in person meetings as appropriate or required for the completion of the classification and compensation study. Please refer to Q&A 39.

Q41: What are the expectations of the State related to in person meetings during the project timeline? We are anticipating a minimum of three in person meetings, but would like to confirm.

A41: Please refer to Q&A 39.

Q42: How is the State considering the involvement of the Unions in the process? Our understanding is that this is a State project, but the Contractor would hold stakeholder informational meetings and that would include a meeting with all Union representatives to present the project goals and plan, methodologies, and hear their questions and concerns. Is this an accurate perspective? How many meetings with union or other stakeholders is the vendor expected to participate in, and will these be virtual meetings?

A42: For the purposes of this study, the State does not anticipate union interaction. Please refer to Q&A 39.

Q43: Which stakeholder groups will we be presented to and how often?

A43: The primary stakeholder group includes the Department of Human Resources Development and the Legislature. Please refer to Q&A 39.

Questions Regarding Organizational Change Management

Q44: The RFP states, “The OFFEROR is to provide professional consulting services to the STATE’s project management team to address any emerging concerns and discuss key decisions, including consultation and support during the study and after delivery of the final report. These meetings will serve as a forum for updates and problem-solving as the study progresses.” Does DHRD’s project management team integrate and include professional organizational change management (OCM) resources?

A44: No.

Questions Regarding Salary Schedules

Q45: The RFP states that, “Currently there are nine bargaining units under DHRD’s jurisdiction, each with one or more salary schedules.” Are any of the salary schedules consistent across the bargaining units and/or with the Excluded Managerial Compensation Plan or any other schedules for non-represented employees? What is the total number of different salary schedules?

A45: Civil service positions excluded from collective bargaining generally follow the same salary schedules as their included counterparts. Each bargaining unit has their own unique salary schedule(s). The current and previous salary schedules may be found on the [DHRD public website](#).

Each bargaining unit has one salary schedule except BU 10 (2 schedules) and BU 13 (4 schedules). There is one excluded managerial salary schedule. Total number of schedules is 14 salary schedules.

Questions Regarding Technology

Q46: The RFP states a request that the selected vendor “recommends technological solutions, including costs and estimated implementation timeline, that will improve the efficiency and accuracy of the classification and compensation management process.” Will you please explain the current technology(ies) utilized by the STATE.

Also, in referring to efficiency and accuracy, can DHRD comment on any anticipated challenges—that could affect project implementation—pertaining to the vendor’s ability to secure the data that it needs—efficiently and accurately—given the current system?

A46: The State does not currently have a technology solution for its classification and compensation management process. Currently, the State uses office productivity software to manage the various documents and files needed in its processes, including Microsoft Excel, Microsoft Access, Microsoft Outlook, Microsoft Word, and Microsoft SharePoint. Additionally, the State's HRMS is Oracle - PeopleSoft version 9.2 and tools 8.61.11 PUM 52.

Q47: The RFP states a request that the selected vendor "recommends technological solutions, including costs and estimated implementation timeline, that will improve the efficiency and accuracy of the classification and compensation management process." Is the expectation that the selected vendor be able to craft the requirements that would be included in an RFP for any technological solutions?

A47: Yes.

Q48: Could you provide details regarding the IT system specifications or integration requirements anticipated for this project?

A48: The State's expectation is for the offeror to recommend an IT system solution.

Q49: What Human Capital Management System or Human Resources Information System does the state currently utilize?

A49: The State uses Oracle - PeopleSoft version 9.2 and tools 8.61.11 PUM 52.

Q50: Please describe the HR systems and 3rd party tool landscape, related to the scope of this RFP?

A50: Please refer to Q&A 46.

The selected contractor is expected to recommend technological solutions that will improve the efficiency and accuracy of the classification and compensation management process.

Q51: What total rewards modules have been implemented in the state's HR Information System?

A51: None.

Questions Regarding Timeline

Q52: Based on our experience, the scope requested by the State typically takes 14-18 months to collect job information and market data. Is the timeline flexible for the development of a comprehensive classification and compensation study? If not, what is driving the “expeditious” nature of the timeline requested?

A52: Act 180, SLH 2025 requires completion of the study by the timeline requested. As outlined in RFP Section VII., B.5., page 32, an offer must complete the "CLASS SPECIFICATION REVIEW LIST" form in Appendix "G" indicating the classes of work to be reviewed within the \$1,750,000 allocation and indicating the classes of work beyond the allocated amount and the associated costs for review. Refer to Attachment R3.

Refer to RFP Section VIII., F.5., page 40, regarding multi-term contract.

Questions Regarding Training

Q53: The RFP states that it wants, “A crosswalk from the existing classification systems to the proposed classification system, proposed timeframe for transition and training...” Does [the] State have a specific audience and approach for training in mind or does the State want to hear the recommendations or both? If the State does have a specific desired approach, can you please provide further information?

A53: The State does not have a specific transition and training approach in mind.

Questions Regarding Turnover

Q54: The RFP states that, “It is also the purpose of the civil service system ‘to build a career service in government.’” Your statistics describe a long-term tenure workforce of 30% who will be eligible for retirement within the next five years. What is your current turnover/attrition rate for employees hired within the past five years?

A54: Average turnover rate over the past five years is 10%. Turnover/attrition rate for employees hired within the past five years is not currently available.

Attachment R1

CLASSIFICATION FACTORS

1. **Knowledge and Skills Required**: The nature and extent of information or facts that must be understood and applied in order to do acceptable work and the nature and extent of skills needed to apply such knowledge, i.e., training and experience.

Required "knowledge" includes the body of information necessary to understand and perform the work. Included are the body of knowledge, involving professional principles and theories, facts, methods and techniques pertinent to the occupation as well as other methods, techniques and work practices needed to perform the work. Also included are any statutes, rules or policies which must be known in order to perform the work.

Required "skills" are the competencies needed to apply the knowledge and perform the work.

This factor includes any required licenses or certificates and physical capabilities and should be consistent with the other factors.

2. **Supervisory Controls**: The nature and extent of direct or indirect controls exercised by the supervisor, i.e., the extent of responsibility for work products and the method of reviewing completed work.

This factor covers the nature and extent of deliberate, planned supervisory control exercised over the position, which limits the scope of work, the operation performed, and the nature and finality of decisions. Included are such items as:

- a. *The basis for selection of work assignments,*
- b. *The nature of instructions, directions or advice provided on work assignments, and*
- c. *The extent and degree to which actions and decisions are restricted or limited, or are reviewed (e.g., by a thorough review of all cases; by periodic reports of work in progress; by spot checks during performance of the work; by review of employee identified exceptions by examination of work results; by review of program for effectiveness in meeting objectives or for application of, or adherence to, policy.*

3. **Guidelines**: The nature of the guidelines available and the judgment required in applying them.

Guidelines include rules, regulations, manuals of instructions, procedures, prescribed work practices, precedents, principles, policies or other written instructions or methods and/or professional principles and methods.

The nature and/or volume of the guidelines may involve a significant knowledge base.

The extent of judgment required is a function of the applicability of the guidelines to the work, and/or the requirement for interpretation, adaptation, or deviation and/or reconciliation of conflicting guidelines, and the consequences of errors.

4. **Complexity**: The nature, number, variety, and intricacy of tasks, steps, process, or methods in the work performed; difficulty in identifying what needs to be done; the difficulty and originality involved in performing the work; and the scope and effect of work done.

"Nature" and "intricacy" are a result of work assignment practices and inherent complexity of the profession or occupation, the functions of the organization, and work assignment practices which establish the mental or physical processes requirements to perform the work and the skills, knowledge and techniques applied.

"Number" and "variety," are a result of inherently different kinds of work included in the position as reflected by the essentially different kinds of knowledge, skills, abilities and techniques applied in performance of the work.

"Originality" involves the amount of inventive, imaginative and creative abilities required in the position as evidenced by the requirement for deviations from standard work practices, methods, plans or procedures, and/or the development of new or previously unused plans, approaches, solutions, or methods. The resourcefulness, ingenuity and ability to innovate, which is required in solving new problems or solving old problems in new ways, is the crux of this element.

"Scope" and "effect" involves the breadth of the issues involved and the impact of the work on others or operations.

5. **Personal Contacts**: The nature and purpose of face-to-face, telephone, and other dialogue with persons not in the supervisory chain which range from the exchange of information to those cases involving significant or controversial issues, differing viewpoints, goals, or objectives.

This factor includes the "what, why, how and with whom" or relations maintained with other persons (not in the supervisory chain), within or outside the agency. Personal contacts may be written as well as oral and may, for example, be:

- a. *to give or secure information,*
- b. *to provide services,*
- c. *while performing administrative services,*
- d. *to explain policies or methods,*
- e. *to interpret programs, plans or individual actions,*
- f. *to coordinate activities or programs, and/or*
- g. *to secure cooperation or acceptance, or to settle controversies by means of personal contacts. Personal contacts may be written as well as oral.*

6. **Physical demands**: The physical abilities and exertion required of a position in the performance of its job.
7. **Work Environment**: The risks and discomfort in the physical surroundings in which the work is performed, or the nature of the work assigned, and the safety precautions required.
8. **Supervisory Responsibility**: The nature and scope of a position's supervisory responsibility to get work done by subordinates with accountability to superiors for the quality and quantity of work and for assuring efficient and economical work operations.

"Nature" includes the kinds of supervisory responsibilities present, and ranges from administrative supervision (assuring that workers are present at the work site) through technical supervision (assuring that work is performed correctly) through full supervisory responsibility (selecting or recommending the selection of employees, training workers, assigning and reviewing their work, evaluating their work, disciplining them when necessary), and may also include responsibility for work group management, including planning work objectives, controlling the volume and flow of work and work methods, with responsibility for production and results.

"Scope" includes the types of supervisory actions performed as limited by a position's place in the organization and by delegation of authority from its superiors, and the intensity of performance as required by such elements as difficulty of work, variety of functions, and complexity and size of the organization supervised.

9. **Managerial Responsibility**: The nature and scope of line or staff programs that a position manages and its involvement in:
 - A. Directing the work of a sizable organization through subordinates who control and guide the operations
 - B. Making decisions or recommendations on the content and character of operations, policies, programs and goals, planning and evaluation activities, and personnel matters affecting key persons and positions
 - C. Monitoring and accounting for the success of specific line or staff programs and for the attainment of planned goals and objectives and
 - D. Assessing the impact of operational activities on public relations, legislative or judicial concerns, and labor-management affairs.

Each factor may have differing values or weight, and shall be consistently applied to each class within the compensation part of each plan.

Attachment R2

EXECUTIVE ORDER NO. 25-06
(EMCP Employees Excluded from Bargaining Units 2, 4, 9, 10, and 13)

WHEREAS, under chapter 89C of the Hawaii Revised Statutes (HRS), the Governor is granted the authority to make adjustments to the wages, hours, benefits, and other terms and conditions of employment for elected and appointed officials, and employees in the executive branch who are excluded from collective bargaining coverage; and

WHEREAS, for excluded employees who are civil service employees under the same classification systems as employees within collective bargaining units, HRS chapter 89C requires that the adjustments be “not less than” those provided under the collective bargaining agreements for employees hired on a comparable basis; and

WHEREAS, HRS chapter 89C also requires that the adjustments for excluded civil service employees result in compensation and benefit packages that are “at least equal to” the compensation and benefit packages provided under collective bargaining agreements for counterparts and subordinates within the Employer’s jurisdiction; and

WHEREAS, the State, Judiciary, Hawai‘i Health Systems Corporation, and the City and County of Honolulu, have entered into tentative agreements with the United Public Workers (UPW), as the exclusive representative for Bargaining Unit 10 for the collective bargaining agreement covering July 1, 2025 through June 30, 2029; and which terms and conditions have been accepted and ratified by the respective bargaining unit; and

WHEREAS, the State, Judiciary, Hawai‘i Health Systems Corporation, City and County of Honolulu, and counties of Hawai‘i, Maui and Kauai have entered into

tentative agreements with the Hawaii Government Employees Association (HGEA), as the exclusive representative for Bargaining Units (BUs) 2, 4, 9, and 13 for the collective bargaining agreement covering July 1, 2025 through June 30, 2029; and which terms and conditions have been accepted and ratified by the respective bargaining units; and

WHEREAS, consistent with the agreed-upon terms and conditions, the Director of Human Resources Development has recommended to the Governor the adjustments specified in this executive order for Excluded Managerial Compensation Plan (EMCP) employees within the executive branch who are excluded from BUs 2, 4, 9, 10, and 13.

NOW, THEREFORE, I, Josh Green, M.D., Governor of Hawai'i, pursuant to my executive authority under articles V and VII of the Constitution of the State of Hawai'i, the provisions of chapters 37 and 89C of the Hawaii Revised Statutes, and all other applicable authority, do hereby order effective July 1, 2025 through June 30, 2029, the adjustments on [Attachment A](#) for EMCP employees excluded from BUs 2, 4, 9, 10, and 13.

IT IS FURTHER ORDERED that this executive order does not apply to: (1) employees of public charter schools, the Department of Education and the University of Hawai'i; (2) 89-day non-civil service appointments; and (3) those executive branch employees whom I later determine shall not receive the aforementioned adjustments; and

IT IS FURTHER ORDERED that this executive order is not intended to create, and does not create, any rights or benefits, whether substantive or procedural,

or enforceable at law or in equity, against the State of Hawai'i or its agencies, departments, entities, employees, or any other person; and

IT IS FURTHER ORDERED that these provisions are subject to amendment by executive order.

The Director of Human Resources Development shall be responsible for the uniform administration of this executive order and is authorized to make any interpretations concerning the applicability of these adjustments to the employees of the State government executive branch who are excluded from collective bargaining coverage.

DONE at the State Capitol, Honolulu,
State of Hawai'i, this ____ day of
_____, 2025.

JOSH GREEN, M.D.
Governor

APPROVED AS TO FORM:

ANNE E. LOPEZ
Attorney General

SALARIES

Excluded Managerial Compensation Plan (EMCP)

Applicable to EMCP employees excluded from BUs 2, 4, 9, 10, and 13; except Licensed Health Care Professionals (LHCP) in BU 13

1. The salary schedule in effect on June 30, 2025 shall be designated as [Exhibit 1](#).
2. For EMCP excluded from BU 9 only: The higher of the BU 32 (BU 9 EMCP) minimum and maximum rates or the BU 9 minimum and maximum rates on the equivalent salary range shall be utilized.
3. Subject to the approval of the respective legislative bodies and effective July 1, 2025:
 - a. The salary schedule designated as [Exhibit 1](#) shall be replaced with the salary schedule in [Exhibit 2](#).
 - b. Employees who are employed as of June 30, 2025, shall receive a three and one-half percent (3.5%) increase to their basic rate of pay.
4. Subject to the approval of the respective legislative bodies and effective July 1, 2026:
 - a. The salary schedule designated as [Exhibit 2](#) shall be replaced with the salary schedule in [Exhibit 3](#).
 - b. Employees who are employed as of June 30, 2026, shall receive a three and seventy-nine one-hundredths percent (3.79%) increase to their basic rate of pay.
5. Subject to the approval of the respective legislative bodies and effective July 1, 2027:
 - a. The salary schedule designated as [Exhibit 3](#) shall be replaced with the salary schedule in [Exhibit 4](#).
 - b. Employees who are employed as of June 30, 2027, shall receive a four percent (4%) increase to their basic rate of pay.
6. Subject to the approval of the respective legislative bodies and effective July 1, 2028:

- a. The salary schedule designated as [Exhibit 4](#) shall be replaced with the salary schedule in [Exhibit 5](#).
- b. Employees who are employed as of June 30, 2028, shall receive a four percent (4%) increase to their basic rate of pay.

Applicable to EMCP employees excluded from BU 13 in LHCP

- 1. The salary schedule in effect on June 30, 2025 shall be designated as [Exhibit 6](#).
- 2. Subject to the approval of the respective legislative bodies and effective July 1, 2025:
 - a. The salary schedule designated as [Exhibit 6](#) shall be replaced with the salary schedule in [Exhibit 7](#).
 - b. Employees who are employed as of June 30, 2025, shall receive a three and one-half percent (3.5%) increase to their basic rate of pay.
- 3. Subject to the approval of the respective legislative bodies and effective July 1, 2026:
 - a. The salary schedule designated as [Exhibit 7](#) shall be replaced with the salary schedule in [Exhibit 8](#).
 - b. Employees who are employed as of June 30, 2026, shall receive a three and seventy-nine one-hundredths percent (3.79%) increase to their basic rate of pay.
- 4. Subject to the approval of the respective legislative bodies and effective July 1, 2027:
 - a. The salary schedule designated as [Exhibit 8](#) shall be replaced with the salary schedule in [Exhibit 9](#).
 - b. Employees who are employed as of June 30, 2027, shall receive a four percent (4%) increase to their basic rate of pay.
- 5. Subject to the approval of the respective legislative bodies and effective July 1, 2028:
 - a. The salary schedule designated as [Exhibit 9](#) shall be replaced with the salary schedule in [Exhibit 10](#).
 - b. Employees who are employed as of June 30, 2028, shall receive a four percent (4%) increase to their basic rate of pay.

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2024

Bargaining Unit: 30, 31, 32, 33, 34, 35, 37 Excluded Managerial

		Min	Max			Min	Max
EM 01	Annual	90,240	144,372	EM 07	Annual	120,900	193,488
	Monthly	7,520	12,031		Monthly	10,075	16,124
	8 hour	347.04	555.28		8 hour	465.04	744.16
	Hourly	43.38	69.41		Hourly	58.13	93.02
EM 02	Annual	94,680	151,632	EM 08	Annual	126,936	203,196
	Monthly	7,890	12,636		Monthly	10,578	16,933
	8 hour	364.16	583.20		8 hour	488.24	781.52
	Hourly	45.52	72.90		Hourly	61.03	97.69
EM 03	Annual	99,468	159,192	ES 01	Annual	130,788	209,256
	Monthly	8,289	13,266		Monthly	10,899	17,438
	8 hour	382.56	612.24		8 hour	503.04	804.80
	Hourly	47.82	76.53		Hourly	62.88	100.60
EM 04	Annual	104,448	167,124	ES 02	Annual	134,676	215,508
	Monthly	8,704	13,927		Monthly	11,223	17,959
	8 hour	401.76	642.80		8 hour	518.00	828.88
	Hourly	50.22	80.35		Hourly	64.75	103.61
EM 05	Annual	109,704	175,500	ES 03	Annual	138,756	222,012
	Monthly	9,142	14,625		Monthly	11,563	18,501
	8 hour	421.92	675.04		8 hour	533.68	853.92
	Hourly	52.74	84.38		Hourly	66.71	106.74
EM 06	Annual	115,140	182,964				
	Monthly	9,595	15,247				
	8 hour	442.88	703.68				
	Hourly	55.36	87.96				

State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 SALARY SCHEDULE

Effective Date: 07/01/2025

Bargaining Unit: 30, 31, 32, 33, 35 Excluded Managerial

		Min	Max			Min	Max
EM 01	Annual	93,396	149,424	EM 07	Annual	125,136	200,256
	Monthly	7,783	12,452		Monthly	10,428	16,688
	8 hour	359.20	574.72		8 hour	481.28	770.24
	Hourly	44.90	71.84		Hourly	60.16	96.28
EM 02	Annual	97,992	156,936	EM 08	Annual	131,376	210,312
	Monthly	8,166	13,078		Monthly	10,948	17,526
	8 hour	376.88	603.60		8 hour	505.28	808.88
	Hourly	47.11	75.45		Hourly	63.16	101.11
EM 03	Annual	102,948	164,760	ES 01	Annual	135,360	216,576
	Monthly	8,579	13,730		Monthly	11,280	18,048
	8 hour	395.92	633.68		8 hour	520.64	832.96
	Hourly	49.49	79.21		Hourly	65.08	104.12
EM 04	Annual	108,108	172,968	ES 02	Annual	139,392	223,056
	Monthly	9,009	14,414		Monthly	11,616	18,588
	8 hour	415.84	665.28		8 hour	536.16	857.92
	Hourly	51.98	83.16		Hourly	67.02	107.24
EM 05	Annual	113,544	181,644	ES 03	Annual	143,616	229,788
	Monthly	9,462	15,137		Monthly	11,968	19,149
	8 hour	436.72	698.64		8 hour	552.40	883.84
	Hourly	54.59	87.33		Hourly	69.05	110.48
EM 06	Annual	119,172	189,372				
	Monthly	9,931	15,781				
	8 hour	458.32	728.32				
	Hourly	57.29	91.04				

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2026

Bargaining Unit: 30, 31, 32, 33, 35 Excluded Managerial

		Min	Max			Min	Max
EM 01	Annual	96,936	155,088	EM 07	Annual	129,876	207,840
	Monthly	8,078	12,924		Monthly	10,823	17,320
	8 hour	372.80	596.48		8 hour	499.52	799.36
	Hourly	46.60	74.56		Hourly	62.44	99.92
EM 02	Annual	101,700	162,888	EM 08	Annual	136,356	218,280
	Monthly	8,475	13,574		Monthly	11,363	18,190
	8 hour	391.12	626.48		8 hour	524.48	839.52
	Hourly	48.89	78.31		Hourly	65.56	104.94
EM 03	Annual	106,848	171,000	ES 01	Annual	140,496	224,784
	Monthly	8,904	14,250		Monthly	11,708	18,732
	8 hour	410.96	657.68		8 hour	540.40	864.56
	Hourly	51.37	82.21		Hourly	67.55	108.07
EM 04	Annual	112,200	179,520	ES 02	Annual	144,672	231,504
	Monthly	9,350	14,960		Monthly	12,056	19,292
	8 hour	431.52	690.48		8 hour	556.40	890.40
	Hourly	53.94	86.31		Hourly	69.55	111.30
EM 05	Annual	117,852	188,532	ES 03	Annual	149,064	238,500
	Monthly	9,821	15,711		Monthly	12,422	19,875
	8 hour	453.28	725.12		8 hour	573.36	917.28
	Hourly	56.66	90.64		Hourly	71.67	114.66
EM 06	Annual	123,684	196,548				
	Monthly	10,307	16,379				
	8 hour	475.68	755.92				
	Hourly	59.46	94.49				

State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 SALARY SCHEDULE

Effective Date: 07/01/2027

Bargaining Unit: 30, 31, 32, 33, 35 Excluded Managerial

		Min	Max			Min	Max
EM 01	Annual	100,812	161,292	EM 07	Annual	135,072	216,156
	Monthly	8,401	13,441		Monthly	11,256	18,013
	8 hour	387.76	620.32		8 hour	519.52	831.36
	Hourly	48.47	77.54		Hourly	64.94	103.92
EM 02	Annual	105,768	169,404	EM 08	Annual	141,816	227,016
	Monthly	8,814	14,117		Monthly	11,818	18,918
	8 hour	406.80	651.52		8 hour	545.44	873.12
	Hourly	50.85	81.44		Hourly	68.18	109.14
EM 03	Annual	111,120	177,840	ES 01	Annual	146,112	233,772
	Monthly	9,260	14,820		Monthly	12,176	19,481
	8 hour	427.36	684.00		8 hour	562.00	899.12
	Hourly	53.42	85.50		Hourly	70.25	112.39
EM 04	Annual	116,688	186,696	ES 02	Annual	150,456	240,768
	Monthly	9,724	15,558		Monthly	12,538	20,064
	8 hour	448.80	718.08		8 hour	578.64	926.00
	Hourly	56.10	89.76		Hourly	72.33	115.75
EM 05	Annual	122,568	196,068	ES 03	Annual	155,028	248,040
	Monthly	10,214	16,339		Monthly	12,919	20,670
	8 hour	471.44	754.08		8 hour	596.24	954.00
	Hourly	58.93	94.26		Hourly	74.53	119.25
EM 06	Annual	128,628	204,408				
	Monthly	10,719	17,034				
	8 hour	494.72	786.16				
	Hourly	61.84	98.27				

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2028

Bargaining Unit: 30, 31, 32, 33, 35 Excluded Managerial

		Min	Max			Min	Max
EM 01	Annual	104,844	167,748	EM 07	Annual	140,472	224,808
	Monthly	8,737	13,979		Monthly	11,706	18,734
	8 hour	403.28	645.20		8 hour	540.24	864.64
	Hourly	50.41	80.65		Hourly	67.53	108.08
EM 02	Annual	110,004	176,184	EM 08	Annual	147,492	236,100
	Monthly	9,167	14,682		Monthly	12,291	19,675
	8 hour	423.12	677.60		8 hour	567.28	908.08
	Hourly	52.89	84.70		Hourly	70.91	113.51
EM 03	Annual	115,560	184,956	ES 01	Annual	151,956	243,120
	Monthly	9,630	15,413		Monthly	12,663	20,260
	8 hour	444.48	711.36		8 hour	584.48	935.04
	Hourly	55.56	88.92		Hourly	73.06	116.88
EM 04	Annual	121,356	194,160	ES 02	Annual	156,480	250,404
	Monthly	10,113	16,180		Monthly	13,040	20,867
	8 hour	466.72	746.80		8 hour	601.84	963.12
	Hourly	58.34	93.35		Hourly	75.23	120.39
EM 05	Annual	127,476	203,916	ES 03	Annual	161,232	257,964
	Monthly	10,623	16,993		Monthly	13,436	21,497
	8 hour	490.32	784.32		8 hour	620.16	992.16
	Hourly	61.29	98.04		Hourly	77.52	124.02
EM 06	Annual	133,776	212,580				
	Monthly	11,148	17,715				
	8 hour	514.56	817.60				
	Hourly	64.32	102.20				

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
LICENSED HEALTH CARE PROFESSIONAL SALARY SCHEDULE

Exhibit 6

Effective Date: 07/01/2024

Bargaining Unit: 13 Professional and Scientific Employees
35 Excluded Managerial Compensation Plan

Zone A - Clinical Psychologist

		Min	Max
LHA1	Annual	76,800	183,768
	Monthly	6,400	15,314
	8 hour	295.36	706.80
	Hourly	36.92	88.35
LHA2	Annual	86,376	183,768
	Monthly	7,198	15,314
	8 hour	332.24	706.8
	Hourly	41.53	88.35

Zone B - Dentist

		Min	Max
LHB1	Annual	98,460	266,328
	Monthly	8,205	22,194
	8 hour	378.72	1024.32
	Hourly	47.34	128.04
LHB2 (EMCP)	Annual	113,220	266,328
	Monthly	9,435	22,194
	8 hour	435.44	1024.32
	Hourly	54.43	128.04

Zone C - Physician

Physician (excluding Psychiatrist)

LHC1	Annual	132,828	359,328
	Monthly	11,069	29,944
	8 hour	510.88	1,382.00
	Hourly	63.86	172.75
LHC2 (EMCP)	Annual	152,748	359,328
	Monthly	12,729	29,944
	8 hour	587.52	1,382.00
	Hourly	73.44	172.75

Physician (Psychiatrist) - Exempt from Civil Service

LHC3	Annual	228,432	359,328
	Monthly	19,036	29,944
	8 hour	878.56	1,382.00
	Hourly	109.82	172.75
LHC4	Annual	262,704	359,328
	Monthly	21,892	29,944
	8 hour	1010.40	1,382.00
	Hourly	126.30	172.75

[Return to Attachment A](#)

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
LICENSED HEALTH CARE PROFESSIONAL SALARY SCHEDULE

Exhibit 7

Effective Date: 07/01/2025

Bargaining Unit: 13 Professional and Scientific Employees
35 Excluded Managerial Compensation Plan

Zone A - Clinical Psychologist

		Min	Max
LHA1	Annual	78,432	187,668
	Monthly	6,536	15,639
	8 hour	301.68	721.84
	Hourly	37.71	90.23
LHA2	Annual	88,212	187,668
	Monthly	7,351	15,639
	8 hour	339.28	721.84
	Hourly	42.41	90.23

Zone B - Dentist

		Min	Max
LHB1	Annual	100,548	271,980
	Monthly	8,379	22,665
	8 hour	386.72	1046.08
	Hourly	48.34	130.76
LHB2 (EMCP)	Annual	117,180	275,652
	Monthly	9,765	22,971
	8 hour	450.72	1060.24
	Hourly	56.34	132.53

Zone C - Physician

Physician (excluding Psychiatrist)

LHC1	Annual	135,648	366,948
	Monthly	11,304	30,579
	8 hour	521.76	1,411.36
	Hourly	65.22	176.42
LHC2 (EMCP)	Annual	158,100	371,904
	Monthly	13,175	30,992
	8 hour	608.08	1,430.40
	Hourly	76.01	178.8

Physician (Psychiatrist) - Exempt from Civil Service

LHC3	Annual	233,280	366,948
	Monthly	19,440	30,579
	8 hour	897.20	1,411.36
	Hourly	112.15	176.42
LHC4	Annual	268,272	366,948
	Monthly	22,356	30,579
	8 hour	1031.84	1,411.36
	Hourly	128.98	176.42

[Return to Attachment A](#)

State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 LICENSED HEALTH CARE PROFESSIONAL SALARY SCHEDULE

Exhibit 8

Effective Date: 07/01/2026

Bargaining Unit: 13 Professional and Scientific Employees
 35 Excluded Managerial Compensation Plan

Zone A - Clinical Psychologist

		Min	Max
LHA1	Annual	80,748	193,200
	Monthly	6,729	16,100
	8 hour	310.56	743.04
	Hourly	38.82	92.88
LHA2	Annual	90,816	193,200
	Monthly	7,568	16,100
	8 hour	349.28	743.04
	Hourly	43.66	92.88

Zone B - Dentist

		Min	Max
LHB1	Annual	103,512	280,008
	Monthly	8,626	23,334
	8 hour	398.16	1076.96
	Hourly	49.77	134.62
LHB2 (EMCP)	Annual	121,620	286,104
	Monthly	10,135	23,842
	8 hour	467.76	1100.4
	Hourly	58.47	137.55

Zone C - Physician

Physician (excluding Psychiatrist)

LHC1	Annual	139,644	377,772
	Monthly	11,637	31,481
	8 hour	537.12	1,452.96
	Hourly	67.14	181.62
LHC2 (EMCP)	Annual	164,088	386,004
	Monthly	13,674	32,167
	8 hour	631.12	1,484.64
	Hourly	78.89	185.58

Physician (Psychiatrist) - Exempt from Civil Service

LHC3	Annual	240,156	377,772
	Monthly	20,013	31,481
	8 hour	923.68	1,452.96
	Hourly	115.46	181.62
LHC4	Annual	276,192	377,772
	Monthly	23,016	31,481
	8 hour	1062.24	1,452.96
	Hourly	132.78	181.62

[Return to Attachment A](#)

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
LICENSED HEALTH CARE PROFESSIONAL SALARY SCHEDULE

Exhibit 9

Effective Date: 07/01/2027

Bargaining Unit: 13 Professional and Scientific Employees
35 Excluded Managerial Compensation Plan

Zone A - Clinical Psychologist

		Min	Max
LHA1	Annual	82,980	198,552
	Monthly	6,915	16,546
	8 hour	319.12	763.68
	Hourly	39.89	95.46
LHA2	Annual	93,336	198,552
	Monthly	7,778	16,546
	8 hour	358.96	763.68
	Hourly	44.87	95.46

Zone B - Dentist

		Min	Max
LHB1	Annual	106,380	287,760
	Monthly	8,865	23,980
	8 hour	409.12	1106.80
	Hourly	51.14	138.35
LHB2 (EMCP)	Annual	126,480	297,552
	Monthly	10,540	24,796
	8 hour	486.48	1144.4
	Hourly	60.81	143.05

Zone C - Physician

Physician (excluding Psychiatrist)

LHC1	Annual	143,508	388,236
	Monthly	11,959	32,353
	8 hour	551.92	1,493.20
	Hourly	68.99	186.65
LHC2 (EMCP)	Annual	170,652	401,448
	Monthly	14,221	33,454
	8 hour	656.32	1,544.00
	Hourly	82.04	193

Physician (Psychiatrist) - Exempt from Civil Service

LHC3	Annual	246,804	388,236
	Monthly	20,567	32,353
	8 hour	949.28	1,493.20
	Hourly	118.66	186.65
LHC4	Annual	283,848	388,236
	Monthly	23,654	32,353
	8 hour	1091.76	1,493.20
	Hourly	136.47	186.65

[Return to Attachment A](#)

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
LICENSED HEALTH CARE PROFESSIONAL SALARY SCHEDULE

Exhibit 10

Effective Date: 07/01/2028

Bargaining Unit: 13 Professional and Scientific Employees
35 Excluded Managerial Compensation Plan

Zone A - Clinical Psychologist

		Min	Max
LHA1	Annual	85,608	204,852
	Monthly	7,134	17,071
	8 hour	329.28	787.92
	Hourly	41.16	98.49
LHA2	Annual	96,300	204,852
	Monthly	8,025	17,071
	8 hour	370.40	787.92
	Hourly	46.30	98.49

Zone B - Dentist

		Min	Max
LHB1	Annual	109,752	296,880
	Monthly	9,146	24,740
	8 hour	422.16	1141.84
	Hourly	52.77	142.73
LHB2 (EMCP)	Annual	131,544	309,456
	Monthly	10,962	25,788
	8 hour	505.92	1190.24
	Hourly	63.24	148.78

Zone C - Physician

Physician (excluding Psychiatrist)

LHC1	Annual	148,056	400,548
	Monthly	12,338	33,379
	8 hour	569.44	1,540.56
	Hourly	71.18	192.57
LHC2 (EMCP)	Annual	177,480	417,504
	Monthly	14,790	34,792
	8 hour	682.64	1,605.76
	Hourly	85.33	200.72

Physician (Psychiatrist) - Exempt from Civil Service

LHC3	Annual	254,628	400,548
	Monthly	21,219	33,379
	8 hour	979.36	1,540.56
	Hourly	122.42	192.57
LHC4	Annual	292,848	400,548
	Monthly	24,404	33,379
	8 hour	1126.32	1,540.56
	Hourly	140.79	192.57

[Return to Attachment A](#)

Attachment R3

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



GOV. MSG. NO. 1280

EXECUTIVE CHAMBERS
KE KE'ENA O KE KIA'ĀINA

June 6, 2025

The Honorable Ronald D. Kouchi
President of the Senate,
and Members of the Senate
Thirty-Third State Legislature
State Capitol, Room 409
Honolulu, Hawai'i 96813

The Honorable Nadine Nakamura
Speaker, and Members of the
House of Representatives
Thirty-Third State Legislature
State Capitol, Room 431
Honolulu, Hawai'i 96813

Aloha President Kouchi, Speaker Nakamura, and Members of the Legislature:

This is to inform you that on June 6, 2025, the following bill was signed into law:

S.B. NO. 1567, S.D. 1,
H.D. 1, C.D. 1

RELATING TO THE CLASSIFICATION AND
COMPENSATION SYSTEMS.
ACT 180

Mahalo,

A handwritten signature in black ink that reads "Josh Green M.D.".

Josh Green, M.D.
Governor, State of Hawai'i

A BILL FOR AN ACT

RELATING TO THE CLASSIFICATION AND COMPENSATION SYSTEMS.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that state agencies are
2 experiencing a significant labor shortage that is anticipated to
3 worsen in the future. According to the department of human
4 resources development, vacant positions within state agencies
5 increased from eighteen per cent in 2019 before the COVID-19
6 pandemic to twenty-seven per cent in 2023. While the COVID-19
7 pandemic may have contributed to this increase, the department
8 of human resources development also reported that thirty per
9 cent of existing state employees will be eligible for retirement
10 in the next five years.

11 The legislature also finds that the class specifications of
12 state positions that define the duties and responsibilities of
13 the respective class, level of difficulty and authority, and
14 minimum qualifications, and compensation for the positions have
15 become outdated, contributing to state agencies' struggle in
16 recruiting, hiring, and retaining employees. Therefore, it is
17 imperative for state departments and agencies to conduct a



1 comprehensive review and modernization of position
2 classification and compensation systems of their positions, to
3 attract and retain qualified and capable employees that will
4 effectively serve the residents of the State.

5 Accordingly, the purpose of this Act is to require the
6 department of human resources development to expeditiously
7 conduct a comprehensive review of the classification and
8 compensation systems for civil service positions under its
9 jurisdiction.

10 SECTION 2. (a) The department of human resources
11 development shall complete a comprehensive review of the
12 classification and compensation systems for all civil service
13 positions that are under its jurisdiction by October 31, 2026.
14 The department of human resources development may contract with
15 a third party, in accordance with chapter 103D, Hawaii Revised
16 Statutes, to assist with the timely completion of the review.

17 (b) The department of human resources development shall
18 submit a:

19 (1) Preliminary report of its findings and
20 recommendations, including any proposed legislation,



1 to the legislature no later than February 28, 2026;
2 and
3 (2) Final report of its findings and recommendations,
4 including any proposed legislation, to the legislature
5 no later than twenty days prior to the convening of
6 the regular session of 2027.

7 SECTION 3. This Act shall take effect on July 1, 2025.



S.B. NO. 1567
S.D. 1
H.D. 1
C.D. 1

APPROVED this 6th day of June, 2025




GOVERNOR OF THE STATE OF HAWAII

THE SENATE OF THE STATE OF HAWAI‘I

Date: April 30, 2025
Honolulu, Hawai‘i 96813

We hereby certify that the foregoing Bill this day passed Final Reading in the Senate of the Thirty-Third Legislature of the State of Hawai‘i, Regular Session of 2025.



President of the Senate



Clerk of the Senate

SB No. 1567, SD 1, HD 1, CD 1

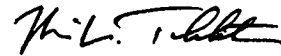
THE HOUSE OF REPRESENTATIVES OF THE STATE OF HAWAII

Date: April 30, 2025
Honolulu, Hawaii

We hereby certify that the above-referenced Bill on this day passed Final Reading in the House of Representatives of the Thirty-Third Legislature of the State of Hawaii, Regular Session of 2025.



Nadine K. Nakamura
Speaker
House of Representatives



Brian L. Takeshita
Chief Clerk
House of Representatives

Attachment R4

Civil Service EE Count by Class
As of 6/30/2025

RFP No. 26-2-ERD
Attachment R4

Class of work	Total
Abstracting Assistant IV	2
Abstracting Assistant V	5
Abstractor IX	2
Abstractor VI	9
Abstractor VII	1
Abstractor X	1
Account Clerk I	1
Account Clerk II	33
Account Clerk III	77
Account Clerk IV	59
Account Clerk V	19
Accountant I	7
Accountant II	10
Accountant III	51
Accountant IV	70
Accountant V	31
Accountant VI	7
Accounting System Admr	1
Accounting System Manager	3
Administrative Assistant I	127
Administrative Assistant II	186
Administrative Assistant III	109
Administrative Assistant IV	38
Administrative Offcr V	15
Administrative Officer VI	6
Administrative Services Asst	6
Administrative Spclt III	7
Administrative Spclt IV	16
Administrative Svcs Offcr I	9
Administrative Svcs Offcr II	3
Adult Corrections Officer III	669
Adult Corrections Officer IV	207
Adult Corrections Officer V	70
Adult Corrections Officer VI	15
Adult Corrections Officer VII	3
Adult Corrs Officer Recruit	135
Advanced Practice RN I	1
Advanced Practice RN II	8
Agric Commod Mktg Spclt II	2
Agric Commod Mktg Spclt III	1
Agric Commod Mktg Spclt IV	4
Agricultural Land Prgm Mgr	1
Agricultural Loan Admr	1

Civil Service EE Count by Class
As of 6/30/2025

RFP No. 26-2-ERD
Attachment R4

Class of work	Total
Agricultural Loan Offcr IV	1
Agricultural Marketing Admr	1
Agricultural Pest Control Mgr	1
Air Conditioning Mech Supvr	1
Air Conditioning Mechanic I	9
Air Conditioning Mechanic II	3
Air Qual Electronics Tech I	4
Airport Baggage Attendant I	4
Airport Baggage Attendant II	1
Airport Fire Captain	24
Airport Fire Commander	6
Airport Fire Equipment Optr	68
Airport Fire Lieutenant	37
Airport Firefighter	68
Airport Firefighter Recruit I	18
Airport Info Operator I	4
Airport Info Operator II	4
Airport Info Unit Supvr	1
Airport Mtnce & Repair Supvr	1
Airport Mtnce Repairer I	2
Airport Mtnce Repairer II	2
Airport Operations Contr I	8
Airport Operations Contr II	13
Airport Operations Contr III	4
Airport Operations Duty Mgr	5
Airport Optns & Mtnce Wkr I	20
Airport Optns & Mtnce Wkr III	6
Airport Optns Cont Ut Supvr I	3
Airport Optns Cont Ut Supvr II	1
Airports Administrator	1
Airports Constr & Mtnce Supt	1
Airports District Manager I	1
Airports District Manager II	5
Airports District Manager III	1
Alcohol And Drug Abuse Admr	1
Alcoholism Training Coord	1
Aquaculture Dev Program Mgr	1
Aquatic Biologist II	1
Aquatic Biologist IV	15
Aquatic Biologist VI	8
Aquatic Resources Program Admr	1
Aquatic Resources Program Mgr	3
Architect V	7

Civil Service EE Count by Class
As of 6/30/2025

RFP No. 26-2-ERD
Attachment R4

Class of work	Total
Architect VI	2
Archives Administrator	1
Archivist II	1
Archivist III	2
Archivist IV	2
Archivist V	1
Arrest Records Expunger	1
Arts Program Specialist II	7
Arts Program Specialist III	6
Arts Program Specialist IV	1
Asset Forfeiture Program Mgr	1
Assistant Airport Supt III	1
Assistant Airport Supt IV	6
Assistant Airport Supt V	5
Asst Stadium Auth Events Mgr	1
Audio Visual Production Spclt	2
Audit Administrator	1
Auditor I	1
Auditor II	9
Auditor III	6
Auditor IV	17
Auditor V	15
Auditor VI	6
Auditor VII	1
Automated Sysrs Equip Tech I	13
Automated Sysrs Equip Tech II	2
Automotive Mechanic Helper	9
Automotive Mechanic I	9
Automotive Mechanic II	7
Automotive Mechanic Supvr I	3
Automotive Mechanic Supvr II	3
Automotive Service Utility Wkr	2
Automotive Services Admr	1
Automotive Svcs Optns Supvr	1
Automotive Technician I	9
Automotive Technician II	3
Automotive Technician Supvr	1
Baker II	1
Bldg Constr & Mtncs Supvr I	6
Bldg Constr & Mtncs Supvr II	3
Boat&Ocean Recr Hrbr Agnt II	14
Boat&Ocean Recr Hrbr Agnt III	4
Boat&Ocean Recr Hrbr Agnt IV	3

Civil Service EE Count by Class
As of 6/30/2025

RFP No. 26-2-ERD
Attachment R4

Class of work	Total
Boat&Ocean Recr Hrbr Agnt V	2
Boating & Ocean Recr Admr	1
Boating & Ocean Recr Spclt IV	1
Boating and Ocean Recr Mgr I	1
Boating and Ocean Recr Mgr II	1
Boiler Inspector	2
Bookmobile Driver	1
Botanist IV	3
Botanist V	1
Bridge Maintenance Supvr I	3
Bridge Maintenance Supvr II	1
Bridge Maintenance Worker I	16
Bridge Maintenance Worker II	2
Building & Grounds Custodn II	1
Building & Grounds Utility Wkr	2
Building Const Inspector II	16
Building Const Inspector III	10
Building Constr & Mtnce Supvr	1
Building Maintenance Helper	26
Building Maintenance Supvr I	13
Building Maintenance Supvr II	1
Building Maintenance Worker I	97
Building Maintenance Worker II	49
Building Manager	5
Building Mtnce District Supvr	1
Business & Industry Dev Admr	2
Business Development Prgm Mgr	5
Business Loan Officer I	7
Business Loan Officer II	1
Business Management Offcr I	4
Business Management Offcr II	3
Business Management Offcr III	1
Business Manager V	2
Business Mgr Svcs For Blind	1
Business Registration Asst	11
Business Registration Supvr	2
Business Services Supvr I	4
Business Services Supvr II	15
Business Services Supvr III	3
Cabinet Maker I	1
Capital Improvements Coord	3
Carpenter I	37
Carpenter II	8

Civil Service EE Count by Class
As of 6/30/2025

RFP No. 26-2-ERD
Attachment R4

Class of work	Total
Carpenter Supervisor I	1
Carpenter Supervisor II	1
Carpet Cleaner I	26
Carpet Cleaner II	6
Carpet Cleaner Supervisor	1
Cashier Clerk	4
Cashier I	5
Cashier II	14
Cashier III	4
Cemetery Operations Assistant	1
Cemetery Operations Manager	1
Central Services Administrator	1
Central Services Manager	1
Chemist III	10
Chemist IV	6
Chemist V	3
Chief Clerk II (Board Or Comm)	2
Chief Deputy Ins Commissioner	1
Chief Investigator	1
Chief Special Investigator	1
Child & Adlsct Mntl Hlth Admr	1
Child Support Enfc Spclt IV	5
Child Support Enfc Spclt V	2
Child/Adlt Protv Svcs Supv I	32
Child/Adlt Protv Svcs Supvr II	8
Child/Adult Protetv Svcs Spclt	65
Children & Yuth Prgm Spclt III	2
Children & Yuth Prgm Spclt IV	9
Children & Yuth Prgm Spclt V	5
Chldrn & Youth Prgm Dev Offcr	2
Chrcn Dis Pre & Hlth Prmo Admr	1
CIP Assistant	1
Civil Defense Planner	1
Civil Defense Training Officer	1
Civil Rights Coordinator (DOT)	1
Civil Rights Specialist III	1
Civil Rights Specialist V	6
Civil Rights Specialist VI	2
Claims Mgmt Spclt III	2
Claims Mgmt Spclt V	1
Clerical Supervisor I	2
Clerical Supervisor II	8
Clerical Supervisor III	12

Civil Service EE Count by Class
As of 6/30/2025

RFP No. 26-2-ERD
Attachment R4

Class of work	Total
Clerical Supervisor IV	1
Clerk Dispatcher I	2
Clerk Dispatcher II	5
Clerk Stenographer II	1
Clerk Stenographer III	1
Clinical Psychologist	40
Clinical Psychologist Sup	6
Commercial Harbors Manager	1
Commodities Program Manager	1
Compr Hlth Plng Coord	1
Comprehensive Hlth Plng Offcr	1
Computer Operations Supvr I	4
Computer Operations Supvr II	1
Computer Operator I	1
Computer Operator II	10
Computer Operator III	4
Conservation & Rescs Enfc Admr	1
Construction & Mtnce Supt V	2
Construction & Mtnce Supt VI	4
Construction & Mtnce Worker I	6
Consvtn & Rescs Enfc Dist Mgr	3
Consvtn & Rescs Enfc Offcr I	59
Consvtn & Rescs Enfc Offcr III	34
Consvtn & Rescs Enfc Offcr IV	18
Contracts Assistant I	3
Contracts Assistant II	2
Contracts Spclt	8
Contracts Spclt (Med-QUEST)	4
Control Accounts Bookkeeper I	1
Control Accounts Bookkeeper II	1
Conveyancing Supervisor	1
Cook I	6
Cook II	32
Cook III	21
Cook IV	1
Corr & Rehab Trng Offcr	1
Corrections Edn Spclt III	8
Corrections Edn Spclt IV	1
Corrections Education Manager	1
Corrections Education Supvr I	2
Corrections Education Supvr II	1
Corrections Manager II	1
Corrections Manager III	3

Civil Service EE Count by Class
As of 6/30/2025

RFP No. 26-2-ERD
Attachment R4

Class of work	Total
Corrections Prgm Spclt I	1
Corrections Prgm Spclt II	5
Corrections Recr Spclt II	1
Corrections Recr Spclt III	3
Corrections Recr Spclt IV	3
Corrections Supervisor I	16
Corrections Supervisor II	3
Crash/Fire Equipment Mechanic	6
Criminal ID Supervisor	1
Criminal ID Technician I	2
Criminal ID Technician II	1
Criminal ID Technician III	1
Criminal ID Technician IV	1
Data Entry Operator I	5
Data Entry Supervisor II	1
Data Processing Control Clk I	2
Data Processing Control Clk II	2
Delinquent Tax Coll Asst I	14
Delinquent Tax Coll Asst II	23
Delinquent Tax Coll Asst III	5
Dental Assistant II	5
Dental Assistant III	3
Dental Hygienist III	3
Dentist	5
Dentist Manager	1
Departmental HR Officer II	9
Departmental HR Officer III	3
Departmental HR Officer IV	5
Departmental Program Officer	4
Deputy Commr of Fin Insts	1
Deputy Commr of Securities	1
Deputy Regtr of Conveyances	1
Deputy Sheriff I	20
Deputy Sheriff II	241
Deputy Sheriff III	29
Deputy Sheriff IV	7
Devlpmtl Disabilities Admr	1
Dietary Aid	5
Dietitian III	3
Disability Claims Spclt II	1
Disability Claims Spclt III	8
Disability Claims Spclt IV	8
Disability Claims Spclt V	4

Civil Service EE Count by Class
As of 6/30/2025

RFP No. 26-2-ERD
Attachment R4

Class of work	Total
Disability Comp Enfc Spclt II	1
Disability Comp Enfc Spclt III	1
Disability Comp Enfc Spclt IV	4
Disability Comp Enfc Spclt V	1
Disability Comp Prgm Spclt I	3
Disability Comp Prgm Spclt II	3
Disability Compensation Admr	1
Dist Envrmntl Hlth Prgm Chief	3
District Health Officer II	1
District Land Agent	2
District Tax Manager	2
Documents Procsg Optns Mgr	1
Documents Registration Supvr	1
Drafting Technician III	4
Drafting Technician IV	3
Drafting Technician V	2
Drafting Technician VI	7
Drafting Technician VII	4
Drafting Technician VIII	1
Duplicating Machine Optr III	1
Economic Development Spclt IV	3
Economic Development Spclt V	3
Economic Development Spclt VI	5
Economics Research Program Mgr	1
Economist IV	1
Economist V	3
Economist VI	5
Economist VII	1
Edn Sp (Hntr&Consvtn Rescs) V	1
Edn Spclt (Aquatic Rescs) III	1
Edn Spclt (Aquatic Rescs) IV	3
Edn Spclt (Aquatic Rescs) V	1
Educational Assistant II	1
EEO Administrator	1
EEO Prgm Offcr	2
Electrician Helper	5
Electrician I	28
Electrician II	12
Electrician Supervisor II	1
Electronic Traffic Signal Tech	1
Elevator Inspector I	1
Elevator Inspector II	7
Eligibility Program Spclt III	3

Civil Service EE Count by Class
As of 6/30/2025

RFP No. 26-2-ERD
Attachment R4

Class of work	Total
Eligibility Program Spclt IV	15
Eligibility Program Spclt V	5
Eligibility Program Spclt VI	3
Eligibility Wkr I	67
Eligibility Wkr II	44
Eligibility Wkr III	185
Eligibility Wkr IV	32
Eligibility Wkr V	52
Emp Retire Sys Mem Hom Ln Asst	1
Empl Security Appeals Referee	7
Employment Security Appls Offcr	1
Employment Service Spclt II	9
Employment Service Spclt III	21
Employment Service Spclt IV	6
Employment Service Spclt V	5
Employment Svc County Prgm Mgr	2
Emrgncy Mgmt Spclt III	2
Emrgncy Mgmt Spclt IV	2
Emrgncy Mgmt Spclt V	2
Emrgncy Mgmt Spclt VI	2
Engineer I	15
Engineer II	12
Engineer III	115
Engineer IV	26
Engineer V	101
Engineer VI	63
Engineering Aid I	3
Engineering Aid II	1
Engineering Aid III	1
Engineering Aid IV	4
Engineering Laboratory Tech	1
Engineering Program Admr	1
Engineering Program Mgr	20
Engineering Technician V	4
Engineering Technician VI	11
Engineering Technician VII	5
Engineering Technician VIII	1
Entomologist II	1
Entomologist III	1
Entomologist IV	3
Entomologist V	3
Entomologist VI	1
Environmental Compl Offcr	1

Civil Service EE Count by Class
As of 6/30/2025

RFP No. 26-2-ERD
Attachment R4

Class of work	Total
Environmental Health Prgm Mgr	4
Environmental Health Spclt II	25
Environmental Health Spclt III	31
Environmental Health Spclt IV	56
Environmental Health Spclt V	14
Environmental Health Spclt VI	4
Environmental Hlth Prgm Admr	2
Environmental Mgmt Prgm Mgr	1
Epidemiological Specialist II	3
Epidemiological Specialist III	16
Epidemiological Specialist IV	14
Epidemiological Specialist V	3
Equipment Operator I	35
Equipment Operator II	15
Equipment Operator III	35
Executive Secretary (DDC)	1
Executive Specialist V	1
Executive Specialist VI	4
Farm Manager I	1
Film Industry Dev Manager	1
Film Industry Dev Spclt V	2
Financial Inst Examiner I	3
Financial Inst Examiner II	2
Financial Inst Examiner III	3
Financial Inst Examiner IV	1
Financial Inst Regltn Anal II	1
Firearms Training Specialist	2
First Deputy Sheriff	1
Fiscal Management Officer	4
Fiscal Officer I	7
Fishery Technician IV	10
Fishery Technician V	1
Food Safety Specialist I	4
Food Safety Specialist II	4
Food Safety Specialist III	11
Food Safety Specialist IV	24
Food Safety Specialist V	10
Food Safety Specialist VI	1
Food Services Driver	3
Food Services Manager	1
Food Services Supervisor	1
Foreign Trade Zone Admr	1
Foreign Trade Zone Rep	1

Civil Service EE Count by Class
As of 6/30/2025

RFP No. 26-2-ERD
Attachment R4

Class of work	Total
Forest Mgmt Supvr I	3
Forest Mgmt Supvr II	1
Forester II	2
Forester III	2
Forester IV	5
Forester V	4
Forester VI	1
Forestry & Wildlife Admr	1
Forestry & Wildlife Manager	4
Forestry & Wildlife Worker II	22
Forestry & Wildlife Worker III	8
Forestry and Wildlife Tech IV	24
Forestry and Wildlife Tech V	3
Forestry Mgmt Prgm Spclt	1
Foster Grandparent Prgm Spclt	1
FTZ Operations Supervisor II	1
FTZ Warehouse Worker	4
Funds Custody Manager	1
Funds Management Administrator	1
Gen Constr & Mtnce Supvr I	8
Gen Constr & Mtnce Supvr II	7
General Const Inspector III	4
General Labor Supervisor	1
General Laborer I	102
General Laborer II	129
General Laborer III	11
General Maintenance Supvr I	2
General Mtnce & Svcs Supvr II	1
General Professional III	8
General Professional IV	16
General Professional V	8
General Professional VI	6
General Professional VII	1
General Services Supervisor	1
Geologist I	4
Geologist II	3
Grounds & Gen Svcs Supvr II	3
Grounds Maintenance Supvr I	1
Grounds Maintenance Supvr II	4
Groundskeeper I	66
Groundskeeper II	19
Harbor Agent II	1
Harbor Agent III	3

Civil Service EE Count by Class
As of 6/30/2025

RFP No. 26-2-ERD
Attachment R4

Class of work	Total
Harbor Agent V	1
Harbor Enforcement Officer II	7
Harbor Enforcement Officer III	3
Harbor Enforcement Officer IV	1
Harbor Operations Supervisor	2
Harbor Traffic Controller I	5
Harbor Traffic Controller II	1
Harbors Administrator	1
Harbors District Mgr II	2
Harbors District Mgr III	1
Hawaiian Language Specialist	1
HCJDC Administrator	1
HCJDC Assistant Administrator	1
Health Care Fincg (TPL) Asst	1
Heavy Equipment Operator	16
Heavy Equipment Working Supvr	1
Heavy Truck Driver	21
Heavy Veh/Constr Equip Mech I	16
Heavy Veh/Constr Equip Mech II	2
Highway Const Inspector I	5
Highway Const Inspector II	2
Highway Const Inspector III	2
Highway Const Inspector IV	31
Highway Const Inspector V	6
Highway Lighting Worker I	5
Highway Lighting Worker II	4
Highway Maintenance Supvr I	9
Highway Maintenance Supvr II	3
Highway Safety Manager	2
Highway Safety Specialist	10
Highways Administrator	1
Highways Special Svcs Supvr	1
Historic Resources Specialist	1
Homemaker	1
Homestead Applications Clk II	1
Homestead Assistant I	3
Homestead Assistant II	10
Homestead Dist Operations Mgr	1
Homestead District Supvr I	2
Homestead District Supvr II	1
Homestead Services Admr	1
Horticulturist III	2
Hospital Billing Clerk I	8

Civil Service EE Count by Class
As of 6/30/2025

RFP No. 26-2-ERD
Attachment R4

Class of work	Total
Housing Qual Stds Insp II	5
Housing Qual Stds Insp III	1
Human Resources Assistant II	2
Human Resources Assistant III	14
Human Resources Assistant IV	32
Human Resources Assistant V	25
Human Resources Spclt I	17
Human Resources Spclt II	16
Human Resources Spclt III	14
Human Resources Spclt IV	38
Human Resources Spclt V	46
Human Resources Spclt VI	14
Human Resources Technician VI	24
Human Svcs Prof I	11
Human Svcs Prof II	23
Human Svcs Prof III	72
Human Svcs Prof IV	189
Human Svcs Prof V	57
Human Svcs Prof VI	13
Hwy Constr & Mtnce Supvr II	11
Hwy Constr & Mtnce Supvr III	1
Hwy Constr & Mtnce Supvr IV	2
Illustrator-Photographer	2
Income Tax Specialist V	4
Info Technology Support Tech	14
Information Specialist II	1
Information Specialist III	10
Information Specialist IV	2
Information Technology Band A	47
Information Technology Band B	212
Information Technology Band C	46
Information Technology Band D	13
Inmate Grievance Specialist	1
Inspections & Invstgs Offcr	1
Institution Facilities Supt I	3
Institution Facilities Supt II	3
Institution Farm Activ Leader	1
Institution Food Svcs Mgr II	7
Institution Food Svcs Mgr III	3
Institution Food Svcs Mgr IV	3
Institution Housekeeper II	1
Institution Operations Mgr	1
Insurance Examiner I	1

Civil Service EE Count by Class
As of 6/30/2025

RFP No. 26-2-ERD
Attachment R4

Class of work	Total
Insurance Examiner II	1
Insurance Licensing Clerk	6
Insurance Program Specialist	1
Insurance Rate & Pol Anal I	2
Insurance Rate & Pol Anal III	3
Insurance Rate & Pol Anal IV	3
Insurance Rate & Pol Anal Mgr	1
Intake Service Center Admr	1
Intake Service Center Mgr I	3
Intake Service Center Mgr II	1
Investigator I	6
Investigator II	5
Investigator III	15
Investigator IV	38
Investigator V	56
Investigator VI	11
Irrigation District Manager	3
Irrigation Syst Service Wkr I	4
Irrigation Syst Service Wkr II	8
Irrigation Syst Supervisor	1
Janitor II	479
Janitor III	51
Janitor Superintendent	1
Janitor Supervisor I	10
Janitor Supervisor II	9
Kitchen Helper	34
Labor Law Enfc Spclt I	1
Labor Law Enfc Spclt II	2
Labor Law Enfc Spclt III	2
Labor Law Enfc Spclt IV	2
Labor Law Enfc Spclt V	3
Labor Law Enfc Supervisor	1
Labor Law Enforcement Admr	1
Labor Programs Field Mgr I	1
Labor Programs Field Mgr II	2
Laboratory Assistant II	1
Laboratory Assistant III	4
Land Agent I	2
Land Agent II	1
Land Agent III	2
Land Agent IV	4
Land Agent V	4
Land Boundary Surveyor I	3

Civil Service EE Count by Class
As of 6/30/2025

RFP No. 26-2-ERD
Attachment R4

Class of work	Total
Land Boundary Surveyor II	2
Land Boundary Surveyor III	4
Land Boundary Surveyor IV	2
Land Boundary Surveyor V	3
Land Boundary Surveyor VI	1
Land Court Doc Recvg Clk I	5
Land Document Receiving Clk I	5
Land Document Receiving Clk II	2
Land Survey Admr	1
Land Survey Asst Admr	1
Land Surveyor I	4
Land Surveyor II	2
Land Surveyor III	4
Laundry Manager	1
Laundry Worker I	3
Laundry Worker II	6
Leasing Program Manager	1
Leasing Specialist	2
Legal Assistant II	8
Legal Assistant III	45
Legal Clerk	50
Legal Clerk I	8
Legal Clerk II	5
Legal Secretary	21
Librarian III	71
Librarian IV	66
Librarian V	14
Librarian VI	2
Library Assistant III	112
Library Assistant IV	34
Library Technician V	56
Library Technician VI	6
Library Technician VII	4
Licensed Practical Nurse II	17
Light Truck Driver	5
Livestock Inspector I	1
Livestock Inspector II	3
Livestock Inspector III	1
LPN - Hospital (FP)	2
LPN - Mental Health (FP)	10
Maintenance & Repair Supvr I	2
Maintenance & Repair Supvr II	2
Maintenance Mechanic I	11

Civil Service EE Count by Class
As of 6/30/2025

RFP No. 26-2-ERD
Attachment R4

Class of work	Total
Maintenance Mechanic II	4
Maintenance Mechanic Supvr	2
Management Analyst I	7
Management Analyst II	3
Management Analyst III	6
Management Analyst IV	4
Management Analyst V	6
Management Analyst VI	1
Managing ACO II	1
Managing ACO III	3
Managing ACO IV	2
Managing Adult Corrs Officer V	1
Managing Librarian I	1
Managing Librarian II	2
Marine Cargo Specialist I	7
Marine Cargo Specialist II	1
Mason Helper	1
Mason I	2
Measurement Standards Insp II	1
Measurement Standards Insp IV	2
Measurement Standards Insp V	1
Measurement Stds Prgm Mgr	1
Mechanical Repair Worker	1
Medical Laboratory Technician	1
Medical Record Librarian III	1
Medical Record Technician V	5
Medical Record Technician VI	2
Medical Technologist V	2
MedicalAssistance Prgm Offcr	1
Med-Quest Assistant Admr	1
Mental Health Specialist	1
Mental Health Supervisor II	7
Metrologist III	1
Microbiologist II	1
Microbiologist III	13
Microbiologist IV	11
Microbiologist V	6
Mortgage Loan Specialist	3
Motor Carrier Safety Offcr I	1
Motor Carrier Safety Offcr II	2
Motor Carrier Safety Offcr III	5
Motor Carrier Safety Offcr IV	3
Motor Carrier Safety Offcr V	1

Civil Service EE Count by Class
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Class of work	Total
Motor Carrier Safety Offcr VI	1
Motor Vehicle Safety Admr	1
Natural Rescs Mgmt Prgm Spclt	1
Natural Rescs Mgmt Spclt II	5
Natural Rescs Mgmt Spclt III	10
Natural Rescs Mgmt Spclt IV	19
Natural Rescs Mgmt Spclt V	6
Network Control Technician	3
Noxious Weed Specialist IV	3
Nurse Manager	9
Nursery Worker I	2
Nursery Worker II	1
Nursing Service Manager III	1
Occ Saf & Health Advisor IV	2
Occ Saf & Health Advisor VI	1
Occupational Therapist III	10
Occupational Therapist IV	2
Occupational Therapy Aid (E)	1
Occupational Therapy Aid (FP)	2
Occupational Therapy Asst (FP)	1
Office Assistant II	10
Office Assistant III	513
Office Assistant IV	269
Office Assistant V	29
Office Services Supervisor	1
Offset Press Operator II	1
Orientation & Moblty Thrps III	2
OSH Administrator	1
OSH Compliance Offcr III	3
OSH Compliance Offcr IV	2
OSH Program Specialist IV	1
OSH Program Specialist V	1
Painter Helper	1
Painter I	24
Painter II	6
Painter Supervisor II	1
Para Medical Assistant I	1
Para Medical Assistant II	15
Para Medical Assistant III	8
Park Caretaker I	8
Park Caretaker II	30
Park Caretaker III	12
Park Interpretive Ctr Coord	1

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Class of work	Total
Park Interpretive Prgm Spcct	2
Park Interpretive Prgm Supvr	1
Park Interpretive Tech	2
Park Maintenance Supervisor II	4
Parking & Security Officer I	4
Parking & Security Officer II	11
Parking & Security Supervisor	1
Parks District Supt II	3
Parks Program Manager	1
Parole Officer II	3
Parole Officer III	3
Parole Officer IV	25
Parole Officer V	6
Paroles & Pardons Admr	1
Patients Accounts Manager	1
Payroll/Voucher Specialist	2
Personnel Program Admr	4
Personnel Program Manager	6
Personnel Program Officer	8
Pest Control Aid II	2
Pest Control Technician III	4
Pest Control Technician IV	1
Pharmacist II	1
Physical Therapist III	3
Physician	4
Physician Mgr/Admr	6
Planner I	2
Planner II	5
Planner III	5
Planner IV	12
Planner V	25
Planner VI	13
Planner VII	1
Planning Program Admr I	2
Planning Program Manager	5
Plant Industry Administrator	1
Plant Pathologist	1
Plant Quarantine Inspector II	3
Plant Quarantine Inspector III	47
Plant Quarantine Inspector IV	3
Plant Quarantine Inspector V	6
Plant Quarantine Manager	1
Plumber Helper	4

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Class of work	Total
Plumber I	27
Plumber II	9
Plumber Supervisor	1
PMA - Mental Health (E)	52
PMA - Mental Health (FP)	1
Power Mower Operator I	4
Pre Audit Clerk I	25
Pre Audit Clerk II	10
Pre Audit Clerk III	4
Prgm & Budget Analysis Admr	1
Prgm & Budget Analysis Mgr I	1
Prgm & Budget Analysis Mgr II	1
Prgm Spclt (Devlpmtl Disab) IV	4
Prgm Spclt (Mental Health) IV	8
Prgm Spclt Substance Abuse IV	4
Prgm Spclt Substance Abuse V	1
Principal Archaeologist	2
Private Secretary I	2
Procurement & Supply Spclt I	1
Procurement & Supply Spclt III	8
Procurement & Supply Spclt IV	8
Professional Trainee I	7
Professional Trainee II	7
Professional Worker III	2
Program & Budget Policy Offcr	2
Program Budget Analyst I	6
Program Budget Analyst II	3
Program Budget Analyst III	1
Program Budget Analyst IV	4
Program Budget Analyst V	17
Program Evaluation Analyst I	2
Program Evaluation Analyst II	1
Program Evaluation Analyst III	1
Program Evaluation Analyst V	1
Program Evaluation Analyst VII	2
Program Specialist (Aging) III	1
Program Specialist (Aging) V	3
Program Specialist (Aging) VI	1
Program Specialist (EMSS) V	1
Program Specialist III	29
Program Specialist IV	42
Program Specialist V	50
Program Specialist VI	11

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Class of work	Total
Project Manager I	6
Project Manager II	1
Property & Services Supervisor	1
Property Manager II	1
Property Manager III	6
Property Manager IV	8
Property Manager V	5
Property Manager VI	2
Psychiatric Technician (E)	16
Psychiatric Technician (FP)	191
Pub Asst Data Intgrty Tech I	3
Pub Asst Data Intgrty Tech II	2
Pub Asst Data Intgrty Tech III	1
Public Debt Manager	1
Public Health Administrator	2
Public Health Educator III	2
Public Health Educator IV	11
Public Health Educator V	1
Public Health Nutritionist II	1
Public Health Nutritionist III	3
Public Health Nutritionist IV	8
Public Health Nutritionist V	2
Public Health Program Manager	22
Public Health Supervisor I	2
Public Health Supervisor II	2
Public Hlth Chemical Lab Mgr	1
Public Hlth Micro Lab Mgr	2
Public Housing Specialist I	8
Public Housing Specialist II	21
Public Housing Supervisor III	4
Public Housing Supervisor IV	7
Public Housing Supervisor V	6
Public Information Officer	3
Public Saf Secrty Prgms Coord	1
Public Utilities/Transp Offcr	1
Public Welfare Admr	1
Public Works Administrator	1
Public Works Manager	5
PUC District Representative	2
Purchasing Spclt I	1
Purchasing Spclt III	1
Purchasing Spclt IV	3
Purchasing Spclt V	2

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Class of work	Total
Purchasing Spclt VI	2
Purchasing Technician I	7
Purchasing Technician II	3
Quality Assurance Admr	1
Quaran Station Optns Supvr	1
Quarantine Animal Caretrk II	11
Quarantine Animal Caretrk III	4
Radio Engineer	1
Radio Technician I	4
Radio Technician II	1
Rail Transit Safety Admr	1
Real Estate Comm Prgm Spclt	1
Receptionist	2
Recreational Therapist III	10
Refuse Collector	3
Registered Nurse II	20
Registered Nurse III	232
Registered Nurse IV	106
Registered Nurse V	48
Registered Nurse VI	14
Registrar of Conveyances	1
Regltry Bds/Comms Pgm Spclt IV	4
Regltry Bds/Comms Pgm Spclt V	6
Regltry Bds/Comms Pgm Spclt VI	1
Rehab Teacher For Blind III	2
Repairs & Maintenance Asst	8
Research & Statistics Offcr	2
Research Statistician I	2
Research Statistician II	5
Research Statistician III	10
Research Statistician IV	27
Research Statistician V	10
Retirement Claims Examiner I	8
Retirement Claims Examiner II	3
Retirement Claims Examiner III	8
Retirement Claims Examiner IV	16
Retirement Claims Examiner V	3
Retirement Sys Accounting Mgr	1
Retirement Sys Deputy Exec Dir	1
Retirement System Benefits Mgr	1
Retirement System Prgm Spclt	1
Right Of Way Agent IV	11
Right Of Way Agent V	6

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Class of work	Total
Right Of Way Agent VI	3
Right-Of-Way Manager	1
Risk Management Officer	1
Safety Mgmt Spclt I	1
Safety Mgmt Spclt II	2
Safety Mgmt Spclt III	1
Safety Mgmt Spclt IV	1
School Custodial Services Supt	1
Securities Compliance Supvr	1
Securities Examiner III	1
Securities Examiner IV	2
Security Officer I	2
Self-Suff & Suppt Svcs Asst Mgr	1
Self-Suff/Supp Svcs Admr	1
Self-Suff/Supp Svcs Asst Admr	1
Self-Suff/Supp Svcs Mgr	1
Self-Suff/Supp Svcs Spclt III	42
Self-Suff/Supp Svcs Spclt IV	6
Self-Suff/Supp Svcs Spclt V	1
Self-Suff/Supp Svcs Supvr II	9
Self-Suff/Supp Svcs Supvr III	9
Settlement Home Supervisor	1
Sewing Worker I	1
Sign Painter Helper	1
Sign Painter I	2
Social Service Aid II	2
Social Service Aid III	30
Social Service Assistant IV	82
Social Service Assistant V	6
Social Services Manager I	2
Social Services Manager II	1
Social Worker II	6
Social Worker III	35
Social Worker IV	96
Social Worker V	30
Social Worker VI	6
Speech Pathologist IV	4
Sprinkler System Repairer	2
Stadium Authority Events Mgr	1
Stadium Box Office Manager	1
Stadium General Services Supvr	1
Stadium Traf & Prkg Cont Supvr	1
Staff Services Asst I	9

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Class of work	Total
Staff Services Supvr II	4
Staff Services Supvr III	3
State Airports Fire Chief	1
State Housing Development Admr	1
State Laboratories Admr	1
State Parks Administrator	1
State Parks Assistant Admr	1
Statistics Clerk I	7
Steam Plant Operator-Repairer	1
Storekeeper I	4
Storeroom Helper	8
Stores Clerk II	2
Street Sweeper Operator	12
Substance Abuse Program Mgr	1
Substance Abuse Specialist IV	20
Substance Abuse Specialist V	2
Supervising Income Tax Spclt	1
Supervising Land Agent	2
Supervising Legal Clerk	1
Supervising Library Tech II	1
Supervising Tax Clerk I	1
Supervising Tax Clerk II	6
Support Payments Officer	17
Supvg Cntrcts Spclt (MedQUEST)	1
Supvg OSH Compliance Offcr II	2
SupvgRegltryBds/Comms PgmSpclt	1
Surplus Property Specialist	1
Tax Assessor I (Office Audit)	1
Tax Assessor II (Field Audit)	1
Tax Clerk	40
Tax Collector	1
Tax Information Specialist I	3
Tax Information Tech II	28
Tax Information Technician I	9
Tax Research & Planning Offcr	1
Tax Returns Examiner I	7
Tax Returns Examiner II	7
Tax Returns Examiner III	9
Tax Returns Examiner IV	7
Tax Revenue Collctn Supvr II	1
Taxation Compliance Admr	1
Taxation Compliance Coord	1
Taxation Services Admr	1

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Class of work	Total
Taxpayer Services Manager	1
TDI/Health Care Spclt II	1
TDI/Health Care Spclt IV	1
Telephone Optr II	1
Telephone Optr III	1
Tourism Specialist VI	1
Tractor Operator	8
Traffic Signal & Hwy Ltg Supv	1
Traffic Signs & Marking Supvr	3
Traffic Striping Mach Optr II	4
Trails and Access Spclt II	3
Trails and Access Spclt V	4
Transportation Systms Optr I	3
Transportation Systms Optr II	5
Transportation Systms Optr III	5
Treasury Cashier	1
Truck Driver	15
Truck Driver-Laborer	14
Truck Tractor Semi-Trailer Op	2
Unempl Ins Prgm Dev Offcr	1
Unemployment Ins Asst III	13
Unemployment Ins Asst IV	6
Unemployment Ins Asst V	12
Unemployment Ins Asst VI	8
Unemployment Ins Asst VII	1
Unemployment Ins Cty Prgm Mgr	3
Unemployment Ins Spclt I	6
Unemployment Ins Spclt II	11
Unemployment Ins Spclt III	8
Unemployment Ins Spclt IV	11
Unemployment Ins Spclt V	6
Unemployment Ins Spclt VI	3
Unemployment Insurance Admr	1
Unemployment Insurance Mgr	1
Vector Control Inspector I	4
Vector Control Inspector II	10
Vector Control Inspector III	7
Vector Control Inspector V	1
Vector Control Inspector VI	2
Vector Control Worker I	1
Vector Control Worker II	8
Vending Facilities Spclt	3
Vendor Mgmt Spclt (WIC) IV	1

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Class of work	Total
Veterans Svcs Counselor II	4
Veterans Svcs Counselor III	4
Veterans Svcs Counselor IV	4
Veterinary Assistant	3
Veterinary Medical Officer I	1
Veterinary Medical Officer II	6
Veterinary Medical Officer III	2
Veterinary Prgm Admr (DVM)	1
Visitor Inf Prgm Asst I	19
Visitor Inf Prgm Asst II	37
Visitor Inf Prgm Asst III	12
Visitor Inf Specialist IV	5
Visitor Inf Specialist V	1
Vocational Rehab Admr	1
Vocational Rehab Asst Admr	1
Vocational Rehab Manager I	1
Vocational Rehab Manager II	2
Vocational Rehab Spclt I	5
Vocational Rehab Spclt II	6
Vocational Rehab Spclt III	11
Vocational Rehab Spclt IV	8
Vocational Rehab Spclt V	5
Warehouse Worker	4
Water Service Worker I	2
Water Service Worker II	1
Water System Maintenance Hlpr	1
Water System Maintenance Wkr	1
Welder I	3
Wharf Maintenance Supvr	1
Wharf Maintenance Worker	2
WIC Nutrition Aid	8
WIC Nutrition Assistant	11
Wildlife Biologist II	1
Wildlife Biologist III	3
Wildlife Biologist IV	9
Wildlife Biologist V	8
Wildlife Mgmt Program Spclt	1
Wkrs' Comp Claims Prcssg Supvr	1
Wkrs' Comp Hearings Offcr III	3
Wkrs' Comp Hearings Offcr V	8
Wkrs' Comp Hearings Offcr VI	1
Workers' Comp Claims Facltr	7
Workers' Comp Claims Spclt I	1

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Class of work	Total
Workforce Development Admr	1
Workforce Development Manager	1
X Ray Technician I	1
Youth Corrections Officer (E)	1
Youth Corrections Officer (FP)	32
Youth Corrections Supervisor	6
Youth Corrections Trainer	1
Grand Total	12260